

# SHRM Sentinel

Jayhawk Chapter—Lawrence, KS #486



FEBRUARY 2007

## President's Message

AFFILIATE OF



I had the good fortune to hear Annie McKee, the co-author of Primal Leadership: Learning to Lead with Emotional Intelligence, at a recent SHRM Conference. Her subject complements the "Trends in HR" topic we have planned for our February meeting. Her message was that we are bombarded with the urgent and important events in our life and in our work. The path to great leadership involves Emotional Intelligence and managing the "Sacrifice Syndrome."

She summarized Emotional Intelligence in this way:

"Emotional Intelligence is characterized by being highly skilled at:

1. Self-awareness: Knowing one's values and beliefs and being aware of one's strengths and weaknesses.
2. Self-management: Managing one's self with confidence, optimism, and a sense of achievement.
3. Social awareness: Having empathy, and being able to move and motivate others.
4. Relationship management: Recognition that leadership is a relationship, and involves influencing others by building bonds."

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## Tues., February 13th - Luncheon Meeting



### "Trends in HR"

By: **Cynthia Stotlar, President**  
**Creative Business Solutions**

Meeting Location: **PACHAMAMA's**  
800 New Hampshire, Lawrence, KS

11:30 to Noon Buffet ♦ Noon to 1:00 pm Presentation

**MARCH MEETING**  
**"Drug & Alcohol Abuse in the Workplace"**  
By: **Donn Camlin**  
Heart of America

**RSVP by Noon on THURSDAY, February 8th**, to lock in \$12 lunch price. Otherwise, you'll pay \$15 at the door. Go to [www.jayhawkshrm.org](http://www.jayhawkshrm.org). If you are unable to successfully log on or make a reservation, RSVP to Amy Bellerive at [abellerive@kinedyne.com](mailto:abellerive@kinedyne.com).

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The other point that she made was, "Resonant (inspiring) leaders successfully manage the Sacrifice Syndrome through a constant process of renewal.

- ◆ The Sacrifice Syndrome involves giving too much for too long."

She elaborated, "People achieve 'renewal' through three powerful practices:

1. Mindfulness: Being awake, aware, and attuned to oneself, others and the surrounding world.
2. Hope: The image of a better, feasible future and the belief that you can make it happen.
3. Compassion: Empathy in action. It means listening, caring about what others need, and being willing to act on others' concerns."

She closed by stating: "Sustaining resonance requires that renewal becomes part of one's daily life. This can involve time alone to think, reflect, or meditate. In essence, renewing yourself. Understanding the concept is not enough. Each person must ask, 'What am I going to do about it?' and then commit to an ongoing course of action."

This is food for thought as we embark on another new year.

*Mary McKenzie, President*

## Your Foundation at Work: *Directory of Undergraduate HR Programs*

In October 2004, the SHRM Foundation created a new online directory of undergraduate HR programs. The directory includes detailed profiles of more than 270 undergraduate degree programs. Users may search the database by university name, location, public or private school, and the competitiveness of the admissions process.

To facilitate use by students and faculty members, the directory is open to the general public and does not require a SHRM ID to access. The undergraduate directory is a useful tool for students researching HR programs, and for faculty interested in benchmarking their degree programs with other universities. This project was accomplished with the generous support of contributors like you. To access the directory, visit [www.shrm.org/foundation](http://www.shrm.org/foundation).

*By Janice Johnson—Foundation Activities*

## Upcoming Meetings for 2007

*Here is what is scheduled so far.*

### March 13

#### **Drug & Alcohol Abuse in the Workplace**

*Presented by: Donn Camlin  
Heart of America Professionals Network*

### July 10



**Speaker: Sandy Praeger,  
Kansas Insurance  
Commissioner**

*Topic to be determined.*

### September 11

#### **"HR as Internal Consultants"**

*Presented by: Loretta Summers  
Summers Advisory Group*



*Meeting information will be updated as speakers are confirmed.*

*- Charlie Upton  
V.P.—Program Development*

**Kansas Statutes Annotated 75-451 et seq.,  
House Bill 2928  
Effective January 1, 2007**

An Act concerning the protection of victims of domestic violence, sexual assault, trafficking or stalking, by allowing local agencies to maintain confidentiality of a victim's address when respond to request for public records, and requiring employers to allow leave for certain purposes.

Section impacting employers as follows:

Section 10, prohibit employers from discharging, discriminating against, or retaliating against an employee who is a victim of domestic violence or sexual assault if the employee takes off from work to (1) obtain or attempt to obtain a TRO, (2) seek medical attention, (3) obtain services from a crises center, or (4) make court appearances—all relating to the domestic violence or sexual assault. An employee can take up to 8 days off per calendar year. Employee may use any accrued paid leave or unpaid leave.

**Kansas Statutes Annotated 38-2224, House Bill 2352  
An Act Creating the Revised Kansas Code for Care of Children  
Effective January 1, 2007**

The Act considers the safety and welfare of a child to be paramount in all proceedings under the code. KSA 38-2201 amends and repeals numerous other statutes. Primary concerns under the Act are the care, custody, guidance control, and discipline that will best serve the child's welfare and the interests of the state.

Sections impacting employers follows:

New Section 19:

No employer shall terminate the employment of, prevent or impair the practice or occupation of, or impose any other sanction on, any employee because the employee made an oral or written report to, or cooperated with an investigation by, a law enforcement agency or the secretary [of Social and Rehabilitation Services] relating to harm inflicted upon a child which was suspected by the employee of having resulted from the physical, mental or emotional abuse or neglect or sexual abuse of the child. Violation of this section is a class B misdemeanor.

New Section 50:

(3) If child support has been requested and the parent or parents have a duty to support the child, the court may order one or both parents to pay child support and, when custody is awarded to the secretary [of Social and Rehabilitation Services], the court shall order one or both parents to pay child support. . . The parent shall also be informed that, after registration, the income withholding order may be served on the parent's employer without further notice to the parent and the child support order may be enforced by any method allowed by law.

**HOUSE BILL No. 2049**

**Kansas Employee Termination Act**

By Representatives McCray-Miller and Faust-Goudeau

An Act concerning labor and employment; relating to wrongful discharge.

If enacted, the law will apply only to a discharge that occurs after the effective date of the act. The act does not apply to a valid, subsisting, and in effect express oral or written agreement of employment for a specified duration.

Under Section 3, an employer shall not discharge an employee except for just cause with meanings under Section 1.(f). An employer who discharges an employee shall notify the employee orally at the time of discharge, and in writing by registered mail within 15 calendar days after the discharge, of all reasons for the discharge.

A discharged employee who believes that such employee has been discharged in violation of Section 3 may file a written complaint by registered mail to the Kansas Human Rights Commission not later than 60 calendar days after receipt of the employer's written notification. The employee has 90 calendars days after discharge to file the written complaint if an employer fails to provide the written notification.

Mediation and possibly arbitration will be the immediate action presented by the Kansas Human Rights Commission under Section 5. The burden of proof shall be upon the employer to show that the discharge was for just cause, by Section 9.(e). Some of the remedies from which the arbitrator may select and in which the district court may enforce are:

1. The sustainment of the discharge;
2. reinstatement of the discharged employee with no back pay;
  1. reinstatement of the discharged employee with partial back pay;
  2. reinstatement of the discharged employee with full back pay; or a severance payment.

Full text can be located at <http://www.kslegislature.org/legsrv-bills/searchBillNumber.do> and enter bill number 2049. Contact your representative (see Governmental Contacts) to comment about the bill.

**Kansas Statutes Annotated 75-7c01 et seq.,  
Senate Bill 418  
The Personal and Family Protection Act  
Effective July 1, 2006**

This Act provides private individuals the ability to obtain a license to carry certain concealed weapons.

Section impacting employers as follows:

Section 11(a)(2)& (3) provides that businesses open to the public and property owners may restrict or prohibit persons licensed under this Act from carrying a concealed weapon while on the business's premises, provided that the premises is posted in a manner reasonably likely to come to the attention of persons who enter, that carrying a concealed weapon on the premises is prohibited.

**Membership Renewal**

Don't forget to renew your membership! Members can pay with cash, check or credit card. Cash and checks can be remitted either via mail with your member application or turned in at our chapter meeting. Members can opt to pay with credit card using the Pay Pal tool on our website.

Cost to renew your chapter membership only ...  
\$50 (if you are a national member of SHRM)  
\$60 (if you are NOT a national member of SHRM)

Cost to renew your chapter membership and pre-pay your lunch for chapter meetings ...  
\$158 (if you are a national member of SHRM)  
\$168 (if you are NOT a national member of SHRM)

- Ryann Pem, VP of Membership

**Finance**

Information reported by  
Angela Fleming,  
Vice President of Finance



Account Balances as of January 18, 2007 are:

PayPal Account: \$ 1,939.28  
Bank Account \$11,897.09

**TOTAL BALANCE \$13,836.37**

**Certification**

Don't let another year pass you by. Take the next step in your career and get certified!

Robert Bryant, Certification Director, is available to help you reach your professional goals. If you're thinking about becoming certified, send Robert an email at [rbryant@bertnash.org](mailto:rbryant@bertnash.org).

Here are some dates that you will want to mark on your calendar.

Exam	Testing Window	Regular Application Deadline Date	Late Application Deadline Date
PHR/SPHR	May 1—June 30, 2007	March 16,2007	April 20, 2007
PHR/SPHR	Dec 1, 2007—Jan 31, 2008	October 12, 2007	Nov 16, 2007

To obtain a registration application, simply log on to <http://www.hrci.org/hrcicertonline/?apply>

## Respect - It's that Simple

By: Paul Meshanko

When you ask people what defines diversity in a business setting, the things that often come to mind are race, religion, gender and age. While an obvious mix of these characteristics in your personnel pool is the most observable measure to claim diversity in your workforce, these descriptors just barely scratch the surface of what truly makes an organization diverse. More importantly, they do not address the critical topics of how diversity is managed and how it impacts business. The trend toward increased diversity in the American workforce isn't good or bad, it's just the way it is and the way it will be in the future. What *will* allow organizations to engage their diverse workforces and thrive amidst this demographic shift is simple. RESPECT.

Any discussion of respect, at least within the context of diversity, must start with a simple understanding of the term. Respect is an ongoing behavior pattern that promotes increased awareness and acceptance of differences in individuals' beliefs, styles and backgrounds, as well as their physical, ancestral, geographic or socio-economic makeup. While you may think that a roomful of 50-year-old white males is not particularly diverse, once you look below the surface into political beliefs, favorite sports, educational backgrounds, sexual orientation, and (the big one in Northeast Ohio) East side vs. West side, you'll find literally hundreds of characteristics that make many of them completely unique. Respect is the process and vehicle that allows unique people to engage and work with other unique people in a manner that benefits all.

How do you create a respectful workplace?

It starts with leadership. Leaders in respectful organizations encourage employees to intentionally engage those who are different; to institutionalize the curiosity to explore differences and to refrain from damaging, judgmental and exclusive behaviors. Fostering respect is not a program or project. It is a way of life that must be clearly defined, communicated and modeled from the top down. Here's a quick primer on how to get started:

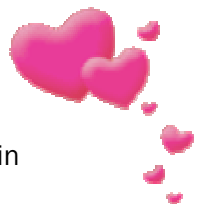
1. The CEO and senior leadership must define "respect" and articulate the types of behaviors that their organization embraces (as well as those it will not tolerate).
2. Respect, as a cultural variable, should be front and center during any discussion on workforce planning and hiring/retention strategies.

3. Assign a senior-level point person—a companywide culture champion. This person must have the implicit support of the CEO and board of directors. He or she must also have the clout to set agendas and the budget to get things done.
4. Create measurable, respect-related objectives. These might be recruitment and retention numbers, results of employee climate surveys or training/education targets. While population characteristics can be misleading, the "mix" within the organization should roughly mirror the populations in the markets and customers served.
5. Hold people accountable. Add behavioral metrics to everyone's performance appraisal... and make them count for something. If there is no tangible reason for managers and associates to change behaviors, most will not.

As with any other change, a shift in organizational values and behavior patterns takes skill, determination and clear communication. Creating a culture of respect must start with a plan. If you don't know how to begin, hire a consultant to help you formulate strategy and deliverables. Assign timelines and resources. Include tracking and measurement tools.

[Submitted to *Inside Business* magazine, June 2005]

- Megan Moffett—Diversity Chairperson



Don't forget that special someone in your life!

**St. Valentine's Day**  
**Wednesday**  
**February 14, 2007**

**Federal**

President George W. Bush  
White House  
Washington, D.C. 20500; (202) 456-1111  
[president@whitehouse.gov](mailto:president@whitehouse.gov)

U.S. Sen. Sam Brownback (R)  
303 Hart Senate Office Building  
Washington, D.C. 20510; (202) 224-6521  
[Sam\\_brownback@brownback.senate.gov](mailto:Sam_brownback@brownback.senate.gov)

U.S. Sen. Pat Roberts (R)  
109 Hart Senate Office Building  
Washington, D.C. 20510; (202) 224-4774  
[www.roberts.senate.gov/email.htm](http://www.roberts.senate.gov/email.htm)

U.S. Rep. Jerry Moran (R-1<sup>st</sup> District)  
1519 Longworth House Office Building  
Washington, D.C. 20515; (202) 225-2715  
[www.house.gov/moranks01/](http://www.house.gov/moranks01/)

U.S. Rep. Nancy Boyda (R-2<sup>nd</sup> District)  
1711 Longworth House Office Building  
Washington, D.C. 20515; (202) 225-6601  
[www.house.gov/boyda](http://www.house.gov/boyda)

U.S. Rep. Dennis Moore (D-3<sup>rd</sup> District)  
1727 Longworth House Office Building  
Washington, D.C. 20515; (202) 225-2865  
647 Mass., Ste. 212, Lawrence 66044, 842-9313  
[www.house.gov/moore](http://www.house.gov/moore)

U.S. Rep. Todd Tiahrt (R-4<sup>th</sup> District)  
401 Cannon House Office Building  
Washington, D.C. 20515; (202) 225-6216  
[www.house.gov/tiahrt](http://www.house.gov/tiahrt)

**State**

Gov. Kathleen Sebelius (D)  
State Capitol, Topeka 66612-1590  
(785) 296-3232 or (800) 748-4408  
[governor@state.ks.us](mailto:governor@state.ks.us)

Secretary of State Ron Thornburgh (R)  
120 S.W. 10<sup>th</sup> Ave., Topeka 66612  
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Atty. Gen. Paul Morrison (R)  
120 S.W. 10<sup>th</sup> Ave., Topeka 66612  
(785) 296-2216; [general@ksag.org](mailto:general@ksag.org)

Treasurer Lynn Jenkins (R)  
900 S.W. Jackson St., Ste. 201, Topeka 66612  
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Insurance Commissioner Sandy Praeger (R)  
420 S.W. Ninth St., Topeka 66612  
(785) 296-3071; [spraeger@ksinsurance.org](mailto:spraeger@ksinsurance.org)

**State Board of Education**

Janet Waugh, (D-District 1)  
916 S. 57<sup>th</sup> Terr., Kansas City, KS 66106  
(913) 287-5165; [JWaugh1052@aol.com](mailto:JWaugh1052@aol.com)

Bill Wagon, (D-District 4)  
4036 NE Kimball Road, Topeka 66617  
(785) 286-3254; [bill.wagon@washburn.edu](mailto:bill.wagon@washburn.edu)

**Area Legislators**

Rep. Barbara Ballard (D-44<sup>th</sup> District)  
Room 521-S, State Capitol, Topeka 66612  
Lawrence: 841-0063, Topeka: (785) 296-7657  
[ballard@house.state.ks.us](mailto:ballard@house.state.ks.us)

Rep. Tom Sloan (R-45<sup>th</sup> District)  
Room 446-N, State Capitol, Topeka 6612  
Lawrence: 841-1526, Topeka: (785) 296-7677  
[sloan@house.state.ks.us](mailto:sloan@house.state.ks.us)

Rep. Paul Davis (D-46<sup>th</sup> District)  
Docking State Office Building, Topeka 66612  
Lawrence: 749-1942, Topeka: (785) 296-7642  
[davis@house.state.ks.us](mailto:davis@house.state.ks.us)

Rep. Tom Holland (D-10<sup>th</sup> District)  
Docking State Office Building, Topeka 66612  
Lawrence: 865-2786, Topeka: (785) 296-7656  
[holland@house.state.ks.us](mailto:holland@house.state.ks.us)

Rep. Joe Humerickhouse (R-59<sup>th</sup> District)  
Room 175-W, State Capitol, Topeka 66612  
Osage City: (785) 528-3289, Topeka: (785) 296-7641  
[humerickhouse@house.state.ks.us](mailto:humerickhouse@house.state.ks.us)

Rep. Ann Mah (D-53<sup>rd</sup> District)  
Docking State Office Building, Topeka 66612  
Topeka: (785) 296-7668  
[mah@house.state.ks.us](mailto:mah@house.state.ks.us)

Rep. Anthony Brown (R-38<sup>th</sup> District)  
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Eudora: (785) 542-2293, Topeka (785) 296-7632  
[brown@house.state.ks.us](mailto:brown@house.state.ks.us)

Sen. Marci Francisco (D-2<sup>nd</sup> District)  
Room 423-S, State Capitol, Topeka 66612  
Lawrence: 842-6402, Topeka: (785) 296-7364  
[francisco@senate.state.ks.us](mailto:francisco@senate.state.ks.us)

Sen. Anthony Hensley (D-19<sup>th</sup> District)  
Room 347-N, State Capitol, Topeka 66612  
Topeka Res: (785) 232-1944, Office: (785) 296-3245  
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Sen. Roger Pine (R-3<sup>rd</sup> District)  
Room 142-E, State Capitol, Topeka 66612  
Lawrence: 843-6949, Topeka: (785) 296-7372  
[pine@senate.state.ks.us](mailto:pine@senate.state.ks.us)



Human  
Resource  
Professionals  
are encouraged  
to write to  
members of  
Congress and  
the Kansas  
Legislature  
regarding topics  
of interest.

We can make a  
difference!

# SHRM Jayhawk Chapter

## 2007 Board of Directors & Committee Chairpersons Contact Information

### Board of Directors

<b>President</b> —Mary McKenzie	<a href="mailto:mmckenzie@douglascountybank.com">mmckenzie@douglascountybank.com</a>
<b>President Elect</b> —Lori MacDonald	<a href="mailto:lorimacdonald@sunflower.com">lorimacdonald@sunflower.com</a>
<b>VP of Membership</b> —Ryann Pem	<a href="mailto:rpem@ci.lawrence.ks.us">rpem@ci.lawrence.ks.us</a>
<b>VP of Professional Development</b> — Charlie Upton	<a href="mailto:Charlie@finbenkc.com">Charlie@finbenkc.com</a>
<b>VP of Communication</b> — Ann Connor Amy Bellerive , Co-Chair	<a href="mailto:ann.connor@prosoco.com">ann.connor@prosoco.com</a> <a href="mailto:abellerive@kinedyne.com">abellerive@kinedyne.com</a>
<b>VP of Finance</b> —Angela Fleming	<a href="mailto:angela@firststateks.com">angela@firststateks.com</a>

### Committee Chairpersons

<b>Certification</b> Robert Bryant	<a href="mailto:rbryant@bertnash.org">rbryant@bertnash.org</a>
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<b>Student Relations</b> Kathy Youngquist	<a href="mailto:kathy@firststateks.com">kathy@firststateks.com</a>
<b>Volunteerism</b> Peter Steimle	<a href="mailto:peter@careerpros.com">peter@careerpros.com</a>

#### Keep us Posted!

Please send any corrections or updates of names, job titles and mailing addresses of our members to Ann Connor or Amy Bellerive.

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